

Article - Education

[\[Previous\]](#)[\[Next\]](#)

§23–801.

- (a) In this subtitle the following words have the meanings indicated.
- (b) “Board” means the Baltimore County Public Library Board of Trustees.
- (c) “Certified exclusive representative” means the employee organization that has been certified as the collective bargaining agent for a bargaining unit.
- (d) “Confidential employee” means an employee who:
 - (1) Has access to confidential information, including budgetary and fiscal data, subject to use by the employer in collective bargaining or in the adjudication of grievances; or
 - (2) Works in a close and continuing confidential relationship assisting or aiding a management employee.
- (e) “County Council” means the Baltimore County Council.
- (f) “County Executive” means the Baltimore County Executive.
- (g) “Director” means the Director of the Baltimore County Public Library, or the Director’s designee.
- (h) (1) “Employee” means a full-time or part-time employee of the library.
 - (2) “Employee” does not include a confidential employee, management employee, or supervisory employee.
- (i) “Employee organization” means an organization that admits employees of the employer as members and has as a primary purpose the representation of the employees in their relations with the employer.
- (j) “Employer” means the Baltimore County Public Library and the Board.
- (k) “Management employee” means an employee who generally has authority and who:

(1) Formulates policy that is applicable throughout a bargaining unit;

(2) Has a significant role in personnel administration, employee relations, or the preparation and administration of budgets for the employer; or

(3) May reasonably be required to:

(i) Assist directly in the preparation for and conduct of collective bargaining negotiations on behalf of the employer; or

(ii) Have a major role in the administration of resulting collective bargaining agreements.

(l) “Supervisory employee” means an employee who is authorized to:

(1) Hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees;

(2) Responsibly direct employees for more than 50% of the employee’s working hours; or

(3) Address and resolve the grievances of employees.

[\[Previous\]](#)[\[Next\]](#)